

**CDPAC Committee Meeting  
December 1 & 2, 1999**

**Hilton Garden Inn, Sacramento  
Dec 1, 1999  
6:30-9:30 p.m.**

***Welcome and Introductions, Kathy Malaske-Samu***

Chair Malaske-Samu introduced herself and welcomed everyone to the meeting. Member and audience introductions were made.

***Work Plan Development, Committee***

Ms. Malaske-Samu stated that the objective for this meeting was to identify and prioritize goals and issues CDPAC can follow through on and activities that the Committee can undertake to accomplish those goals. She suggested that while the goals should be global, they must be specific enough to be measurable; and although they should be based on what we know now, they need to be forward thinking enough to address future issues.

In developing goals and the coming year's agenda, Ms. Malaske-Samu stressed the importance of being clear about those issues and responsibilities that fall within the jurisdiction of CDPAC. She directed Members' attention to the Education Code, which describes the Committee and defines its' ongoing areas of responsibility.

Ms. Malaske-Samu handed out a worksheet titled Key Policy Issues Identified by Members. This represents a listing of those issues that were identified at the work plan meeting on November 4, 1999, as priorities for the child development and education field. She stressed that the list was not in priority order and was not all inclusive. Issues identified included: Local Child Care Planning; Master Plan for Child Care; Universal, Quality Child Development Services; Future Directions for CDPAC; Interagency Coordination; and Educating Policy Makers.

The issue of collaboration with the Statewide and Local Children and Families Commission (Proposition 10) was raised and it was suggested that a representative from the Commission be invited to sit on the Committee. Ms. De Witt noted that an invitation had been made in the early days of the Commission but at that time our meeting dates conflicted. She noted that we have changed our meeting date to preclude conflict and might want to make contact with the Commission again. It was also noted that a representative from CDPAC attends the Commission meetings.

Diane Philibosian suggested that the Committee's primary goal should be to begin to develop a framework for completing a State Master Plan for Child Care. Ms. Philibosian suggested that the Committees' role should be to dare to have a different voice and to see above and beyond the separate programs and funding sources to help prepare children for success. Members agreed that this would be an excellent goal because a comprehensive master plan will serve as a map for the future of child development and education. All agreed that a master plan must look beyond the various programs and funding streams that exist today and focus on how to best meet the needs of children and families.

At approximately 9:30 p.m., Robert Orsi moved to adjourn the meeting and reconvene at 9:30 a.m. December 2, 1999, in Room 4202 of the State Capitol. Earl Peterson seconded and the motion was passed.

**December 2<sup>nd</sup>, 1999  
State Capitol, Room 4202  
Meeting Reconvened 9:30 a.m.**

***Opening Remarks, Kathy Malaske-Samu***

Chair Malaske-Samu reconvened the meeting and welcomed everyone in attendance. Introductions were made by the Committee members and audience. Chair Malaske-Samu explained that the November meeting was devoted to developing a work plan for the Committee. She provided an update from that meeting and from the discussion on December 1<sup>st</sup>.

Ms. Malaske-Samu announced that the Committee had identified *developing a framework for a master plan for child care and development services for the children of California* as its' primary goal. The purpose of the master plan will be to ensure that, in the not too distant future, every child in California will have access to quality, affordable child care services, regardless of where they live, their family income, or their abilities or special needs. Chair Malaske-Samu stated that, "Launching a master plan effort in an era of devolution may appear foolish. Launching a master plan effort after a legislative session where several bills dealing with a master plan were stalled, may appear foolish. However, the Committee believes these are all good reasons to undertake this effort. Child development programs have been in existence for 50 years and have become increasingly complex. Welfare Reform and CalWORKS have pushed the child care issue to the foreground and made this an excellent time for us to join together in taking this next important step." Ms. Malaske-Samu stressed that CDPAC cannot define a master plan framework by itself, but with the State Departments, policy makers and the field as partners, CDPAC can serve as the forum to explore ideas, and together we can build the framework for a plan that truly serves children and families. Ms. Malaske-Samu acknowledged that the CDPAC meeting format would need to change to accommodate this focus.

Chair Malaske-Samu thanked Joyce De Witt for her services to the Committee during this past year as the Interim Director. She acknowledged the excellent job Ms. De Witt has done in getting the Committee through this transition period and welcomed her back as a Member. Ms. Malaske-Samu presented Ms. De Witt with a letter of commendation for her outstanding service from Governor Gray Davis.

Lynn Lucas moved to approve the minutes from the October 21<sup>st</sup>, 1999 and November 4<sup>th</sup>, 1999 meetings. Earl Peterson seconded and the minutes were approved with no discussion or changes.

***Executive Director's Report, Joyce De Witt***

Ms. De Witt reported that the **Children and Families Commission** is establishing subcommittees. People interested in being selected for a subcommittee should send notes to the Commission. We can expect to see TV spots and news articles in the near future. The Commission's next meeting will be held in Oakland on Wednesday and Thursday, December 15 and 16, 1999.

Ms. De Witt reported that she was very impressed with the number of parents who attended the hearing on CalWORKs child care issues held by the Legislature at the State Capitol last week. She also thanked the staff and the Committee for all the work they had done and she welcomed new Executive Director, Kay Ryan. Ms. De Witt said that she is excited about the future and what the Committee has undertaken and encourages active participation, not only from Members, but also from the field. She reminded people to save the dates of **February 16 & 17, 2000** for the **Local Child Care Planning Conference, which will be held here in Sacramento**. The agenda for this conference is focused on local planning issues and will provide valuable tools for people involved in child development and education, especially those involved in planning. Conference materials are expected to be out in mid to late December.

### ***State Department Reports***

#### ***Department of Education, CDD, Maria Balakshin***

Ms. Balakshin reported the Child Development Division of CDE is totally engulfed in CalWORKs child care. She postponed discussion of those issues until the panel presentation and focused on three items of significant interest to those present. **State Preschool Expansion** - \$23 mil. has been authorized in half-year dollars and is expected to be annualized in Budget Year. There will be a Request for Applications (RFA) process for both years. Contracts are expected to be awarded in May, with the higher scoring proposals receiving current year dollars and the others being funded from Budget Year dollars. CDE will be looking for preschools that are ready to expand. CDE expects to have information from Local Planning Councils in late December, issue an RFA in February and make awards at the end of April or beginning of May. **Regional Resource Centers** - An RFA will also be issued to fund 10 Regional Resource Centers to provide technical assistance. The technical assistance will be available to all programs but will focus on assisting those wishing to establish new programs. Currently, new agencies apply three or four times before applications are accepted. **Repair and Renovation Grants** - These grants are capped at \$35,000 and one of the things they can be used for is necessary repairs to implement the playground safety regulations. Ms. Balakshin also announced that CDE will be conducting input sessions throughout the State (3-7 sessions) on family fee schedules.

#### ***Department of Developmental Services, Cheri Shoenborn***

Ms. Shoenborn reported that at the last ICC meeting in November 1999, the ICC endorsed a **Position Statement on Child Care** prepared by their Family Support Services Sub-Committee. The document contained recommendations to DDS as lead agency for implementation of Part C, of the Individuals with Disabilities Education Act. The Position Statement recommended that DDS work in collaboration with CDE, DSS, the California Child Care Resource and Referral Network and other appropriate entities to undertake activities to address the unmet needs of children with disabilities or other special needs and their families to effectively access and maintain quality child care services. The ICC is transmitting the document to DDS and DDS will share it with CDPAC.

DDS is a participant in the Map to Inclusive Child Care project and partially funds Pamm Shaw's position as consultant to the project. Map will be conducting a survey on barriers to child care. DDS also has a project under their CEITAN contract to work with community colleges to incorporate early intervention strategies into the existing child development curriculum.

The next ICC meeting is Jan 27-28 at the Embassy Suites in Buena Park. Ms. Shoenborn also announced that Prop 10 approved a Policy on Diversity and Inclusion, which states:

*"The California Children and Families Commission (CCFC) recognizes the richness of diversity of California's population, including its youngest children. The CCFC will provide leadership and take proactive steps to ensure that California children and*

*families from diverse populations, including children with special needs, are an integral part of the planning and implementation of Prop 10. The Commission commits to a decision-making process that takes into account the impact it has on all populations of children. The Commission will address this issue through its actions and the guidance it provides to county commissions.”*

CCFC Commissioner Sandra Gutierrez directed staff to prepare a plan to implement this policy in partnership with the appropriate technical experts. The plan should address funding criteria and strategies for implementation, provision of technical assistance to county commissions and development of a policy brief. DDS is sending a letter to Regional Centers encouraging participation on local Prop 10 Commissions. On the issue of Natural Environment, ICC forwarded recommendations on guidelines to DDS. The ICC agreed this is the law and guidelines need to be developed by DDS even though there is still a lot of controversy over where services should be provided. DDS is working with CDE’s Office of Special Education to refine the guidelines and will send them to the field as soon as possible. Concerns were raised that child care should not be considered early intervention in and of itself, however the child care setting may be an appropriate location for delivering early intervention services by appropriately trained and qualified personnel. There is a need to ensure that the unique needs of the child are assessed and the setting for delivery of services is also assessed by qualified personnel. DDS is also collaborating with CDE on providing training and technical assistance to the field. The guidelines will be shared with CDPAC once they are sent to the field.

#### ***Department of Social Services, CCL, Bill Jordan***

Mr. Jordan announced that Community Care Licensing received money to return to providing comprehensive site visits to child care facilities beginning in February, 2000. **The Family Child Care at It’s Best** program will continue throughout this fiscal year. The program has already trained 16,000 providers. If the program continues they will be adding a fifth component to the training that covers special needs. CCL is also in the process of developing new site closure procedures that are more family friendly while still focusing on the safety of children. The plans are to get families involved ASAP so they are aware of what is taking place and to find ways to provide better resources to assist them in finding alternate child care if their facilities are closed. CCL is using external groups to review the procedures and Lynn Lucas and Robert Orsi of CDPAC agreed to look at those for the Committee. CCL also provided copies of the **Innovation Guide** to Resource and Referral Agencies and District Offices. It includes child care agencies in the state and a number of “best practices” for operating a child care center. CCL also has released a **Security Self Assessment Guide** for child care facilities and is providing training through the Child Care Advocate Program in conjunction with the Resource and Referral Agencies and local Law enforcement.

#### **Overview of the Child Development Permit Requirements**

***Carol Sharpe, Project Director, Advancing Careers in Child Development, Pacific Oaks College.***

Ms. Sharpe has served as Director of the **Advancing Careers in Child Development Project** for nine years, and during that time participants have worked to raise the standards of professionalism in child development and to establish a coordinated system that welcomes people into the field and offers clear pathways for professional growth and career development in California. Through collaborative efforts of individuals and programs, the work of the ACCD Project has resulted in numerous tangible changes in California’s professional development system. A new Child Development Permit Matrix defining progressive levels of responsibility from assistant teacher to program director has been adopted by the Commission on Teacher Credentialing, setting the minimum standards for professional preparation required of staff working in state-funded programs. A professional growth plan has been initiated, requiring continuing education hours for renewal of the permit at all levels, and a plan for training and networking of professional growth advisors has been developed. A set of Standards of Program Quality

and Effectiveness, used in the evaluation of professional preparation programs have been developed, and these Standards serve as the foundation for the process of approving alternative education programs as well as approving accredited college/university programs. A set of competencies for staff at each level of the permit matrix has been developed and recently revised to incorporate more concepts of diversity and inclusion. The competencies delineate the knowledge and skills desirable for early childhood development and education professionals working in the various roles designated on the Matrix. They provide a blueprint for individual professional growth as well as guidelines for training and education programs in meeting the needs of professionals in the field. The competencies are being used by program directors to develop job descriptions and evaluation tools, by college instructors to analyze and modify curriculum, and by professional growth advisors as they assist in career development planning.

A part of the ACCD project over the past two years has been to address the issue of director credentialing, and one of the committees concentrated on developing strategies for ensuring access into the early care and education field for individuals from underrepresented groups. An Ensuring Access Program Information Sheet is being developed to provide information to people about leadership and professional growth opportunities. A Master's Degree Cohort Program has been designed at Pacific Oaks College for individuals from underrepresented groups to earn their degree. Funding is currently being sought for this program.

Currently, ACCD participants are working on implementing some of the recommendations outlines in Blueprint for the Future, the document which resulted from bringing 82 people together for two days to discuss where we should be going from here with professional/career development. For more information on the Advancing Careers in Child Development Project, you may call Jan Brown at Pacific Oaks College (626) 397-1315.

#### **CalWORKs- Related Child Care Panel**

***Maria Balakshin and Mike Silver, CDE, CDD; Bobbie Holm, Department of Social Services; Sandra Edelbrock, California Alternative Payment Program Association.***

CalWORKs has put child care in the spotlight like never before. CalWORKs child care is now driving public policy issues for all child care and is therefore important to all people who are concerned about child development and education. The goals of the CalWORKs child care program are to: 1) help children become better learners; 2) promote family self-sufficiency; 3) support a stable workforce; and, 4) impact other important social policy issues like welfare and prison expansion, which are expected to decrease when children are launched well. Governor Davis has said that any Stage 3 set aside funding should be balanced with an equal amount for the working poor. The major points CDE expressed at the CalWORKs hearing were that one indicator of success for Welfare Reform efforts is an increased need for subsidized child care, and that we are only in the second full year of implementation of the major program.

There were significant changes from year 1 and year 2. The \$50 mil. veto did not result in the loss of services to any child but a few directors did get grey hair as 10,000 kids had to be moved from Stage 3 back to Stage 2. The reserve is handled differently now and should keep this problem from recurring. In the past, the reserve was in CDSS's budget and the money went through County Welfare Departments (CWD) and Alternative Payment (AP) Programs, but now it is flexible and can go through either departments' budget (CDE or CDSS) once respective shares are determined. Currently, Stage 1 and Stage 2 are not entitlements, if the money is insufficient, families can be excused from compliance with welfare to work plans.

CDE recommended that the Legislature clarify its' intent to fully fund Stage 1 and Stage 2; significantly reduce the size of the reserve and don't include it as part of the estimated need; and, fully fund Stage 3 for as long as the family is income-eligible and children meet the age requirements.

CDE surveyed AP's in April, May, and June and again in July, August, and September. Data is still being refined, but it appears that funding for Stage 1 & Stage 2 is adequate.

The overarching feeling from the CalWORKs hearing is that the choice for these families is "rent or child care." We should expect there to be much debate about fully funding, allocating the reserve, and about the definition of "stable" over the coming months.

A big change CDSS has seen is that many more families are now aware of Transitional Child Care. Some of the big "seams" have gotten smaller. It has been difficult to budget based on the philosophy and numbers of the old GAIN program. Counties have asked for the flexibility to flow money between Stage 1 & Stage 2, depending on need.

Alternative Payment Programs are administering the majority of CalWORKs child care in all three stages. Most of the large counties are contracting with AP's. They don't believe there is enough money in Stage 3 and are concerned that families timing out on January 1, 2000 will be forced to make difficult decisions about whether to leave their jobs or leave their children alone. In Riverside County, nearly 800 kids will time out between January and July, 2000. Termination notices will go out for 303 children next week. Parents are very concerned about losing their child care and their jobs. Many are asking AP's to just cover one of their kids. Providers, who care for a lot of CalWORKs clients are worried about their businesses. In 29 counties, AP's have quit accepting Stage 2 families. They are not able to make the system seamless to families because there are different rules that go with each stage. The California Alternative Payment Association submitted the following recommendations:

- Provide full funding for Stage 1, 2, and 3 up to a certain income or age, no more time limits.
- Gather better data upon which to make funding decisions.
- Develop a consistent definition of "stable."
- Do not calculate the reserve into program spending (AP's don't have reserves to front the money).
- Quality is a major concern. Trustline is only for some and we are dealing with more exempt providers than ever.
- Focus has been on child care so parents can work. Want to focus on ensuring that money is serving children well.
- Must find ways to ensure quality in all care, including exempt care because exempt care is a major resource for families who work after hours.
- Find ways to move workers into jobs that will let them be self-sufficient. In Riverside they set a limit of 60 hours/week of child care because families are working two and three jobs.
- Need training for parents about quality in care.

When asked by the Committee what recommendations other panelists had to improve the system, the suggestions mirrored those above with two additions:

- More time to implement changes. Change needs to be thoughtful and implementation timelines need to be reasonable.
- Get money out to the local agencies in a timely way. (Use good data to inform dollar flow.)

The meeting was adjourned at approximately 2:30 p.m. and Members and guests were invited to attend a reception for outgoing Director, Joyce De Witt at the CDPAC office.

### Meeting Attendance

#### Members December 1&2, 1999

Maria Balakshin, CDE, CDD	Joyce Hanson, Grandparent/Child Advocate
Lynn Lucas, El Dorado County Supt. Of Schools	Kathy Malaske-Samu, LA County Hall of Admin.
Dennis Mooney, Child Advocate	Eleanor Moulton, EduCare
Cheri Schoenborn, Dept. of Developmental Services	Robert Orsi, Mulberry Child Care Centers
Dianne Philibosian, Ph.D. Public Member	Earl Peterson, Child Care Consultant
Dec 1 only: Cecelia Fisher-Dahms, Ca Dept. of Social Services	
Dec 2 only: Amy L. Tan, Ph.D., Sacramento City/College USD, Bill Jordan, Department of Social Services	

#### Audience December 2<sup>nd</sup>, 1999

Mary Breeding, PACE (Dec 1&2, 1999)	JoAnne Aiello, CA Head Start Association
Charlene Tressler, Child Development Association	Pat Talley
Donna Beveridge	Jean Baker, Contra Costa County LPC
Dolores Meade	Linda Butterfield, Child Development Training Con.
Tina Persaul, Young World of Learning	Dee Cuney, Private Child Care Network
Sally Stanley, 4-H Center, UCD	Marcia Westbrook, Nevada City Child Care Cood.
Kim Johnson, Solano County LPC	Robert Wiltse, LA County
Kimberly Rodriguez, Assembly. Tony Cardenas	Mary Jones, LAO
Anthony Simbol, LAO	Linda Parfitt, CDD Consultant
Ken Scroggins, Sac City College	Steve Erwin, KAPLAN
Jan Isenburg	Jim Stockinger
Francine Nunes, Placer Co. LPC	Barbara Striek, Napa-Salono Head Start
Edwin Warren	Patricia de Los, CA Research Bureau
Mark Carlson, Lutheran Office of Public Policy	Kathy Walker, El Dorado LPC
Ellen Hiuga, CDSS, CCL	

#### Staff December 1&2, 1999

Joyce De Witt, Interim Executive Director	Kay Ryan, Executive Director
Sherry Milner, Annuitant	Monica Blakesley, Student Assistant